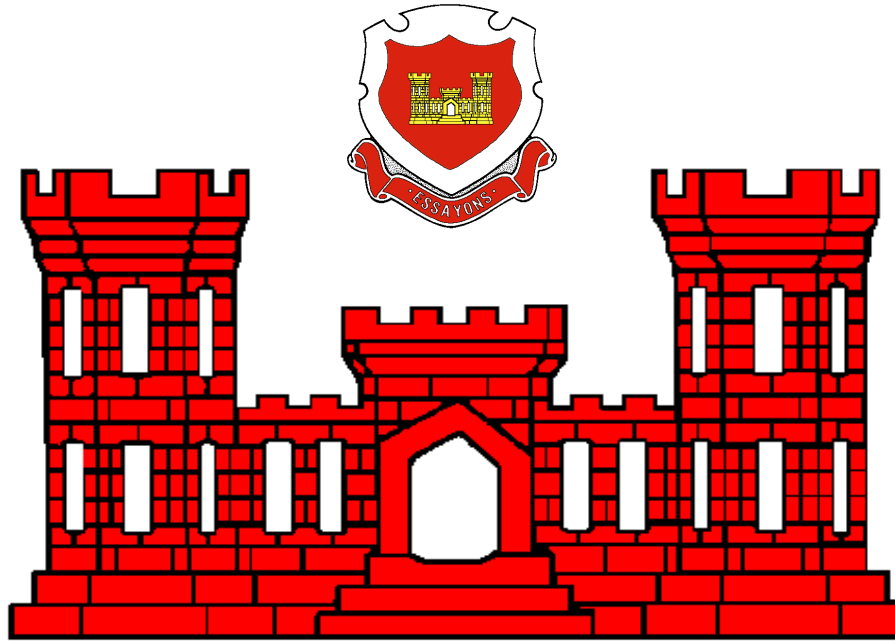


# **PROPONENT GUIDANCE FOR THE U.S. ARMY ENGINEER REGIMENT**



**CENTRALIZED SELECTION BOARD FOR CY 04  
COMMAND SERGEANT MAJOR  
AND SERGEANT MAJOR**



# ENGINEER REGIMENT MISSION

US Army Engineer Regiment designs, trains, and develops the full-spectrum Engineer Force to provide Combat Engineering, General Engineering, Geospatial Engineering, and Environmental Integration to support the force across the spectrum of military operations.



# MILITARY OCCCPATIONAL SPECIALITIES

Old MOS		New MOS
<b>CMF 12 COMBAT ENGINEERING</b>		
<b>12B</b>	COMBAT ENGINEER	<b>21B</b>
<b>12C</b>	BRIDGE CREWMEMBER	<b>21C</b>
<b>12Z</b>	<b>COMBAT ENGINEERING SENIOR SERGEANT</b>	<b>21Z</b>
<b>CMF 21 GENERAL ENGINEERING</b>		
<b>51B</b>	CARPENTRY AND MASONRY SPECIALIST	<b>21W</b>
<b>51K</b>	PLUMBER	<b>21K</b>
<b>51R</b>	INTERIOR ELECTRICIAN	<b>21R</b>
<b>51H</b>	CONSTRUCTION ENGINEERING SUPERVISOR	<b>21H</b>
<b>51T</b>	TECHNICAL ENGINEER	<b>21T</b>
<b>62E</b>	HEAVY CONSTRUCTION EQUIPMENT OPERATOR	<b>21E</b>
<b>62F</b>	CRANE OPERATOR	<b>21F</b>
<b>62G</b>	QUARRYING SPECIALIST (RC)	<b>21G</b>
<b>62J</b>	GENERAL CONSTRUCTION EQUIPMENT OPERATOR	<b>21J</b>
<b>62N</b>	CONSTRUCTION EQUIPMENT SUPERVISOR	<b>21N</b>
<b>62H</b>	CONCRETE AND ASPHALT EQUIPMENT OPERATOR	<b>21V</b>
<b>OOB</b>	DIVER	<b>21D</b>
<b>51M</b>	FIREFIGHTER	<b>21M</b>
<b>52E</b>	PRIME POWER PRODUCTION SPECIALIST	<b>21P</b>
<b>52G</b>	TRANSMISSION AND DISTRIBUTION SPECIALIST (RC)	<b>21Q</b>
<b>51Z</b>	<b>GENERAL ENGINEERING SUPERVISOR</b>	<b>21X</b>
<b>CMF 81 TOPOGRAPHIC ENGINEERING</b>		
<b>81T</b>	TOPOGRAPHIC ANALYST	<b>21U</b>
<b>81L</b>	LITHOGRAPHER	<b>21L</b>
<b>82D</b>	TOPOGRAPHIC SURVEYOR	<b>21S</b>
<b>81Z</b>	<b>TOPOGRAPHIC ENGINEERING SUPERVISOR</b>	<b>21Y</b>

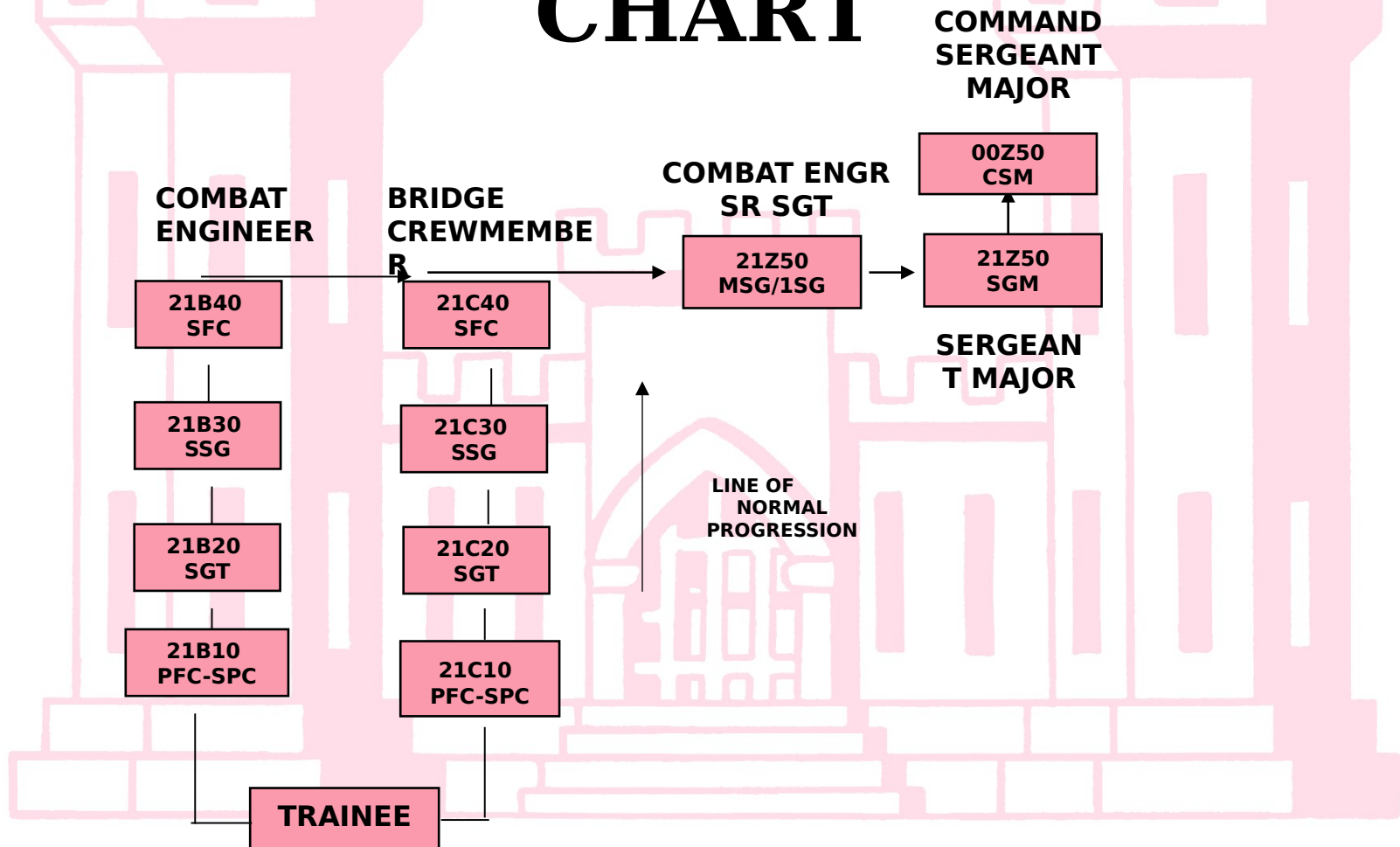


# **CMF 21 COMBAT ENGINEERING CHARACTERISTICS**

- **Contains 3 MOSs 21B Combat Engineer, 21C Bridge Crewman and Engineer Sergeant.**
- **21B and 21C merge at the Master Sergeant level into 21Z.**
- **Great opportunities for key leadership positions; Squad Leader, Section Leader, Platoon Sergeant, First Sergeant, Branch Chief - ANCOC, BNCOC, BNOC, BNOC Chief, Drill Sergeant School.**
- **Wide variety of assignments; Drill Sergeant, Observer Controller (OC), Platoon Leader Course Instructor, Small Group Leader, AC/RC, TAC NCO, EOC, IG and Military Science Instructor.**
- **MOS 21B soldiers supervises mine warfare, demolitions, and Combat Engineer operations.**
- **MOS 21C soldiers plan and supervise in construction of float and fixed bridges.**



# CMP 21 COMBAT ENGINEERING CAREER PROGRESSION CHART





# TYPICAL CAREER PATTERNS

## MOS 21Z



### **LEADERSHIP**

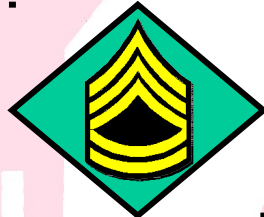
Sqdr Ldr  
Sect Ldr  
Drill Sgt Ldr  
SGL  
Recruiter

### **STAFF**

Construction  
Foreman  
Opns Sgt  
Bridge Inspector

### **SPECIAL**

AC/RC  
Enlisted Advisor  
Instr/Writer  
Combat/Tng Dev



### **LEADERSHIP**

PSG  
Drill Sgt Ldr  
SGL

### **STAFF**

Opns Sgt  
Combat Eng NCO

### **SPECIAL**

O/C  
AC/RC  
Career Management  
Platoon Trainer  
Instr/Writer  
Combat/Tng Dev  
EO Advisor/IG



### **LEADERSHIP**

1SG  
Branch Chief  
Chief, Drill Sgt Sch

### **STAFF**

SR Eng NCO  
Opns Sgt

### **SPECIAL**

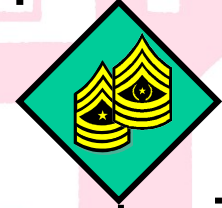
SR Career  
Management  
SR Career Advisor  
SR Military Science

### **Inst**

SR Eng Company

### **O/C**

SR Eng NCO  
EO Advisor  
IG NCO



### **LEADERSHIP**

BN CSM  
GRP CSM  
BDE CSM  
REGT CSM

### **STAFF**

**Proponency**

### **SGM**

Opns SGM

### **SPECIAL**


DIR SGM  
(USAES)

**Bolded are nominated positions**



# 21Z NCO CAREER DEVELOPMENT MODEL

## TITLE OF CAREER MANAGEMENT FIELD: Combat Engineering Senior Sergeant

YEARS OF SVC	7-9		10-15		16-19	20-30
 RANK	STAFF SERGEANT		SERGEANT FIRST CLASS		FIRST SERGEANT MASTER SERGEANT	SERGEANT MAJOR COMMAND SERGEANT MAJOR
DUTY ASSIGNMENTS	SQUAD LEADER DRILL SERGEANT SECTION LEADER RECON SGT		PLATOON SERGEANT INTEL SERGEANT OPERATIONS SERGEANT		FIRST SERGEANT CONSTRUCTION FOREMAN	SGM CSM
INSTITUTIONAL TRAINING	BNCOC		ANCOC			SMC/CSMC
RECOMMENDED	PRIOR TO BNCOC		PRIOR TO ANCOC		PRIOR TO SMC	
NCOES-RELATED COURSES	English Composition Personnel Supervision Behavioral Science Math, Stress Management		Principles of Management Behavior Information Sys Mgt Technical Writing			Research Techniques (Statistics) Human Resource Management Problem Solving
RECOMMENDED READING LEVEL	10	10	11	11	12	12+
WRITING STANDARD	Achieve writing Std	Achieve writing Std	Achieve writing Std	Achieve writing Std	Achieve writing Std	Achieve writing Std
RECOMMENDED FUCTIONAL COURSES				BATTLE STAFF NCO COURSE		
				1SG COURSE		
RECOMMENDED CMF-RELATED COURSES AND ACTIVITIES	SKILL LEVEL 3		SKILL LEVEL 4			SKILL LEVEL 5
	Course in General and Construction Engineering Demolition Operations Principles of Instruction Structural Theory/Analysis Quality Control Comp Tech in Bldg Tech		Continue Courses in Construction Engineering Engineer Management System Analysis Counseling Organizational Management			Courses in Engineering Tech/Mgt Leadership/Mgt Problem Solving Organizational Effectiveness Quality Control Mgt Environmental Engineering
RECOMMENDED CMF-RELATED CERTIFICATION OR DEGREE GOAL	NATIONAL TRADE/PROFESSIONAL CERTIFICATE IN:					
	Carpentry, Electrical, Plumbing, Structural Steel Construction Equipment Operation					
	By 10-14 Year of Service				By 15-18 Year of Service	
	AA/AS in: Engineering Technology: General Studies				BA/BS in: Engineering Management; Business Management: Construction Management	



# MOS 21Z COMBAT ENGINEERING SENIOR SERGEANT

## MAJOR DUTIES/ADDITIONAL SKILL IDENTIFIERS (ASI)

**Major duties.** The combat engineering senior sergeant inspects and advises on bridging, rafting, and river crossing operations. Formulates and maintains construction schedules. Assists in supervision of troops in assault operations. Performs ground and aerial reconnaissance. Advises engineer staff section personnel in matters involving combat engineer operations. Coordinates with staff agencies for engineer operational and tactical support. Coordinates employment of engineer elements operating with infantry and armored units. Inspects construction sites and enforces job specification and safety standards. Collects, interprets, analyzes, evaluates, and disseminates intelligence

### ASIs

<b>P5</b>	<u>MASTER FITNESS TRAINER</u>	<b>2S</b>	<u>BATTLE STAFF OPERATIONS</u>
	▪SSG - SGM		▪SSG - SGM
	▪OPEN TO ANY MOS		▪OPEN TO ANY MOS





# **MOS 212 COMBAT ENGINEERING**

## **SENIOR SERGEANT**

### **CHALLENGING/HIGH RISK**

### **POSITIONS**

#### **KEY LEADERSHIP**

- ◆ **FIRST SERGEANT**
- **BRANCH CHIEF, ANCOC, BNCOC,**
- **PLDC (1SG POSITION)**
- **CHIEF, DRILL SGT SCHOOL**

#### **ARMY-WIDE KEY LEADERSHIP**

- **OBSERVER CONTROLLER**
- **RECRUITER**
- **DRILL SERGEANT**

#### **Career Enhancement**

- **Senior Career Management NCO**
- **Senior Career Advisor**
- **Senior Military Science Instructor**
- **Senior Engineer Company NCO O/C**
- **Senior NCO Individual Trainer O/C**
- **Senior Engineer NCO**
- **Chief Training/Developer/Writer**
- **Chief Instructor/Writer**
- **Senior Instructor/Writer**
- **Equal Opportunity Advisor**
- **Inspector General NCO**
- **BN Operations Sergeant**
- **Senior Combat Development NCO**

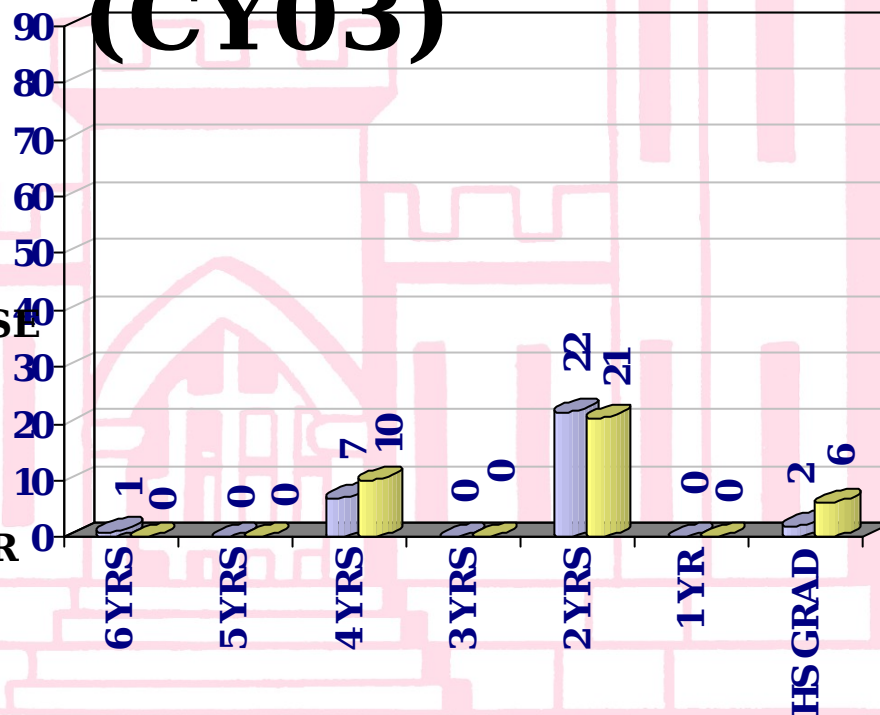
□ = LEADERSHIP POSITIONS



# MOS 212 COMBAT ENGINEERING SENIOR SERGEANT CIVILIAN EDUCATION LEVEL DEMOGRAPHICS (CY03)

## MILITARY EDUCATION

SAPPER LEADER COURSE  
BATTLE STAFF COURSE  
AIRBORNE  
AIR ASSAULT  
JUMPMaster  
INSTRUCTOR TRAINING COURSE  
EQUAL OPPORTUNITY  
MASTER FITNESS TRAINER  
BRADLEY FIGHTING VEHICLE  
OPERATION & MAINT  
BIFV SYSTEM MASTER GUNNER



(32) ■ PRIMARY ZONE

(37) ■ SECONDARY ZONE



# MOS 21Z KEY LEADERSHIP ASSIGNMENT OPPORTUNITIES

LEADERSHIP AUTHS/TDA  
AUTHS/TOE

TOTAL AUTHS

LEADERSHIP

18 / 76

219

85 / 143

## LEADERSHIP (24 MONTHS)

•F

FIRST SERGEANT:99

-M

Branch Chief

ANCOC (1SG) 1

BNCOC (1SG) 1

PLDC (1SG) 1

Chief, Drill SGT Sch (1SG)1=(103)

-T



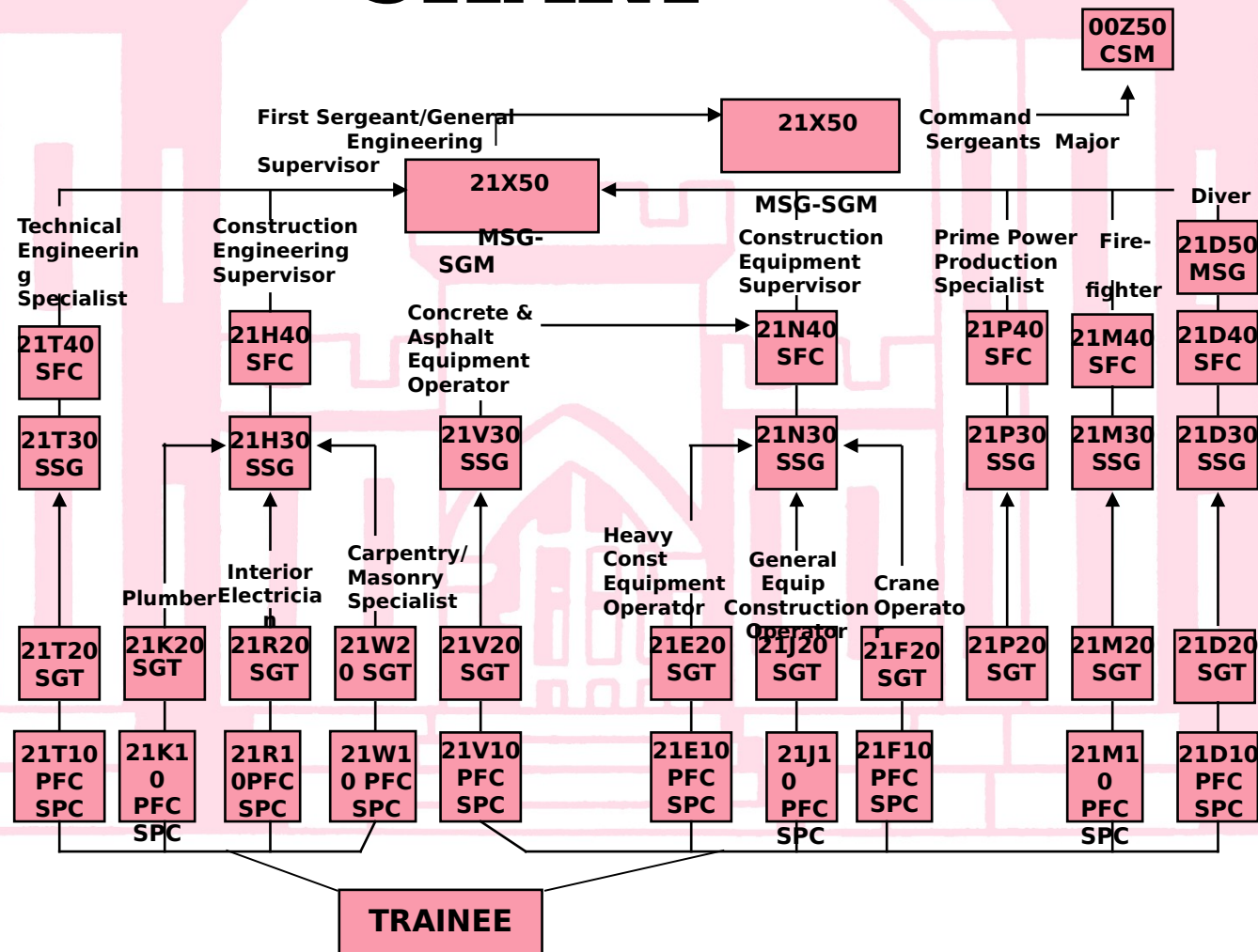


# **CMF 21 GENERAL ENGINEERING CHARACTERISTICS**

- **Contain 16 MOSs ranging from Vertical Construction, Horizontal Construction, Fire Fighter, Prime Power to Diver.**
- **21X General Engineering Supervisor and 21D Master Diving Supervisor merge into Sergeant Major.**
- **Great opportunities for key leadership positions; Squad Leader, Section Leader, Platoon Sergeant, First Sergeant, Fire Chief, Diving Supervisor, Branch Chief - ANCOC, BNCOC, PLDC, and Chief, Drill Sergeant School.**
- **Wide variety of assignments; Drill Sergeant, Observer Controller (CTC), Sapper**



# MOS 21X GENERAL ENGINEERING SUPERVISOR CAREER PROGRESSION CHART







# TYPICAL CAREER PATTERNS

## MOS 21X



### LEADERSHIP

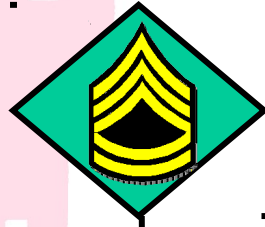
Sqd Ldr  
Sect Ldr  
Drill Sgt Ldr  
SGL  
Diving Supervisor  
Team Chief  
Tech Eng NCO  
SR Pwr Station  
Mech  
Recruiter

### STAFF

Opns Sgt  
Construction Insp

### SPECIAL

Instr/Writer  
Combat/Tng Dev



### LEADERSHIP

PSG  
SR Drill Sgt Ldr  
SGL  
SR Diving Supervisor  
Fire Chief  
SR Tech Eng NCO  
Prime Power Supervisor

### STAFF

Opns Sgt  
Construction Inspector  
Construction Opns Sgt

### SPECIAL

SR Tng Management  
Diving Liaison  
Combat/Tng Dev  
Instr/Writer  
AC/RC  
EO Advisor



### LEADERSHIP

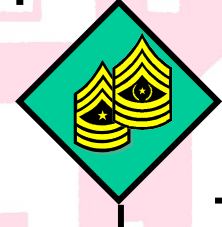
1SG  
Power Station Sgt

### STAFF

Opns Sgt  
Asst Opns Sgt  
Construction Inspector  
Construction Opns Sgt

### SPECIAL

SR Career Advisor  
SR Career Mgt NCO  
Ch Instr/Writer  
SR Enlisted OC  
SR Enlisted Eng BN  
Advisor  
SR Tng/Dev/Writer



### LEADERSHIP

BN CSM  
GRP CSM  
BDE CSM  
REGT CSM

### STAFF

**Proponency**

### SGM

Opns SGM

### SPECIAL

DIR SGM  
(USAES)


**Bolded are nominated positions**



# 21X NCO CAREER DEVELOPMENT MODEL

## TITLE OF CAREER MANAGEMENT FIELD: CONSTRUCTION ENGINEER



YEARS OF SVC	7-9		10-15		16-19	20-30
 RANK	STAFF SERGEANT		SERGEANT FIRST CLASS		FIRST SERGEANT MASTER SERGEANT	SERGEANT MAJOR COMMAND SERGEANT MAJOR
DUTY ASSIGNMENTS	CONST SQD LDR; RECON SGT CONST SECTION LDR; CONST OPS SGT; TECH ENGR NCO; FIRE TEAM CHIEF; SQD LEADER; FIRE INSPECTOR; SR POWER STATION MECH; SR POWER STATION ELEC		PLATOON SERGEANT DETACHMENT SERGEANT SR CONST SUPV FIRE CHIEF SR TECH ENGR NCO PRIME POWER NCO		FIRST SERGEANT MAINTENANCE SUPERVISOR POWER STATION SERGEANT OPERATIONS SERGEANT CONSTRUCTION INSPECTOR	SGM CSM
INSTITUTIONAL TRAINING	BNCOC		ANCOC			SMC/CSMC
RECOMMENDED	PRIOR TO BNCOC		PRIOR TO ANCOC		PRIOR TO SMC	
NCOES-RELATED COURSES	Communication Skills Personnel Supervision Behavioral Science Math, Stress Management		Principles of Management Organizational Behavior Information Sys Mgt Technical Writing		Human Resource Management Problem Solving	Research Techniques (Statistics) Human Resource Management Problem Solving
RECOMMENDED READING LEVEL	10	10	11	11	12	12+
WRITING STANDARD	Achieve writing Std	Achieve writing Std	Achieve writing Std	Achieve writing Std	Achieve writing Std	Achieve writing Std
RECOMMENDED FUCTIONAL COURSES				BATTLE STAFF NCO COURSE 1SG COURSE		
RECOMMENDED CMF-RELATED COURSES AND ACTIVITIES	SKILL LEVEL 3		SKILL LEVEL 4			SKILL LEVEL 5
	Technical Opns Course in area taken as SL20; Constr Engr; General Engr; Demolition Opns; Electrical Engr; Constr Mgt; Utilities Engr; Pollution Control; Civil Engr; Well Drilling		Organizational Mgt; Computer Science; Construction Design; Construction Surveying; General Engr Construction: Computer Techniques for Bldg Tech: Structural Analysis			Courses in Engineering Tech/Mgt Leadership/Mgt Problem Solving Organizational Effectiveness Quality Control Mgt Environmental Engineering
RECOMMENDED CMF-RELATED CERTIFICATION OR DEGREE GOAL	NATIONAL TRADE/PROFESSIONAL CERTIFICATE IN:					
	Carpentry; Electrical; Pluming;; Structural Steel; Construction Equipment Operation; Mechanical Engineering; Construction Draftsman; Well Drilling; Surveying					
	By 10-14 Year of Service				By 15-18 Year of Service	
	AA/AS in: Engineering Technology; General Studies; Fire Science; Draftsman; Surveying; Oceanographic Tech				BA/BS in: Engineering Management; Business Management: Construction Engineering; Electrical Engineering; Civil Engineering; General Engineering; Engineering Technology; Oceanographic Technology	



# MOS 21X GENERAL ENGINEERING SUPERVISOR

## MAJOR DUTIES/ ADDITIONAL SKILL IDENTIFIERS (ASI)

**Major duties.** The general engineering supervisor supervises general engineering activities related to all construction and utility operations. Assists engineering officer in construction planning, scheduling, and material estimating. Assists in the preparation of operation orders, standing operating procedures, and contingency plans. Provides staff supervision and principal noncommissioned officer direction to units engaged in performing general engineering missions. Inspects construction and training activities. Supervises performance of combat engineering missions

### ASIs

**P5** MASTER FITNESS TRAINER

▪SSG - SGM

▪OPEN TO ANY MOS

**2S** BATTLE STAFF OPERATIONS

▪SSG - SGM

▪OPEN TO ANY MOS



# **ENGINEERING SENIOR SUPERVISOR CHALLENGING/HIGH RISK POSITIONS**

## **KEY LEADERSHIP**

- ◆ **FIRST SERGEANT**
- **POWER STATION SERGEANT**
- **CHIEF, DRILL SERGEANT SCHOOL**
- **CHIEF INSTRUCTOR (GOODFELLOW AFB)**

## **ARMY-WIDE KEY LEADERSHIP**

- **OBSERVER CONTROLLER**
- **RECRUITER**
- **DRILL SERGEANT**

□ = LEADERSHIP POSITIONS

## **Career Enhancement**

- **Senior Career Advisor**
- **Senior Career Management NCO**
- **Chief Instructor/Writer**
- **Construction Inspector**
- **Maintenance Supervisor**
- **Senior Enlisted OC NCO**
- **SR Enlisted Engineer Battalion Advisor**
- **BN Operations Sergeant**
- **Senior Training/Developer/Writer**



# MOS 21A GENERAL ENGINEERING SENIOR SUPERVISOR CIVILIAN EDUCATION LEVEL DEMOGRAPHICS (CY03)

## MILITARY EDUCATION

SAPPER LEADER COURSE

BATTLE STAFF COURSE

AIRBORNE

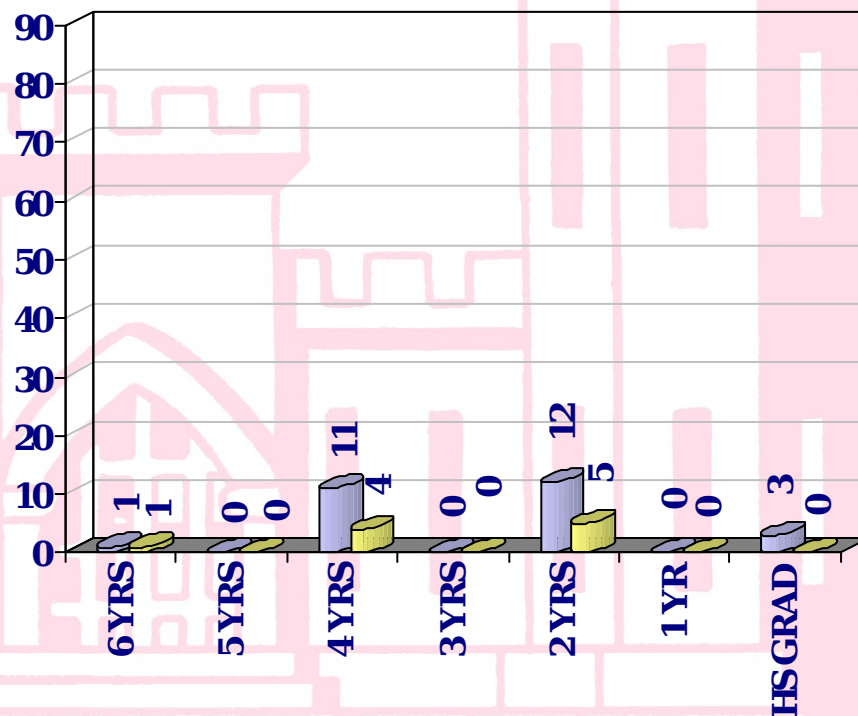
AIR ASSAULT

JUMPMaster

INSTRUCTOR TRAINING COURSE

EQUAL OPPORTUNITY

MASTER FITNESS TRAINER



(27) PRIMARY ZONE

(10) SECONDARY ZONE



# MOS 21X KEY LEADERSHIP ASSIGNMENT OPPORTUNITIES

<u>LEADERSHIP AUTHS/TDA</u>	<u>TOTAL AUTHS</u>	<u>LEADERSHIP AUTHS/TOE</u>
<u>77</u> 10 / 43	<u>120</u>	<u>41</u> /

## LEADERSHIP (24 MONTHS)

• F

FIRST SERGEANT: 42

POWER STATION SERGEANT 8

CHIEF INSTRUCTOR (GOODFELLOW AFB) 1 = 51







# MOS 21D MASTER DIVING SUPERVISOR CAREER PROGRESSION CHART

**COMMAND  
SERGEANT MAJOR**

**00Z50  
CSM**

**SERGEANT MAJOR**

**21X50  
SGM**

**MASTER DIVING SUPERVISOR  
FIRST SERGEANT**

**21D50  
MSG/1SG**

**SENIOR DIVING SUPERVISOR**

**21D40  
SFC**

**DIVING SUPERVISOR**

**21D30  
SSG**

**LEAD DIVER**

**21D20  
SGT**

**DIVER**

**21D10  
PFC - SPC**

**TRAINE  
E**

**LINE OF  
NORMAL  
PROGRESSION**





# TYPICAL CAREER PATTERNS

## MOS 21D



### **LEADERSHIP**

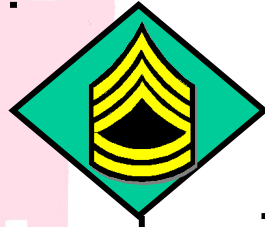
Diving Supervisor  
Drill Sgt Ldr

### **STAFF**

Opns Sgt

### **SPECIAL**

Instr/Writer



### **LEADERSHIP**

SR Diving Servisor  
SR Drill Sgt Ldr

### **STAFF**

### **SPECIAL**

Instr/Writer  
SR Tng Management  
Diving Liason  
Combat/Tng Dev



### **LEADERSHIP**

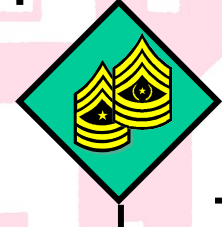
1SG  
Master Diving

### **STAFF**

Opns Sgt

### **SPECIAL**

Chief Diving



### **LEADERSHIP**

BN CSM  
GRP CSM  
BDE CSM  
REGT CSM

### **STAFF**

**Proponency**

### **SGM**

Opns SGM


### **SPECIAL**

**DIR SGM**  
**(USAES)**

**Bolded are nominated  
positions**

# 21D NCO CAREER DEVELOPMENT MODEL

## TITLE OF CAREER MANAGEMENT FIELD: GENERAL ENGINEERING

YEARS OF SVC	7-9		10-15		16-19	20-30
 RANK	STAFF SERGEANT		SERGEANT FIRST CLASS		FIRST SERGEANT MASTER SERGEANT	SERGEANT MAJOR COMMAND SERGEANT MAJOR
DUTY ASSIGNMENTS	DIVING SUPERVISOR		SENIOR DIVING SUPERVISOR		FIRST SERGEANT MASTER DIVING SUPERVISOR OPERATIONS SERGEANT	SGM CSM
INSTITUTIONAL TRAINING	BNCOC		ANCOC			SMC/CSMC
RECOMMENDED	PRIOR TO BNCOC		PRIOR TO ANCOC		PRIOR TO SMC	
NCOES-RELATED COURSES	Communication Skills Personnel Supervision Behavioral Science Math, Stress Management		Principles of Management Organizational Behavior Information Sys Mgt Technical Writing		Research Techniques (Statistics) Human Resource Management Problem Solving	Research Techniques (Statistics) Human Resource Management Problem Solving
RECOMMENDED READING LEVEL	10	10	11	11	12	12+
WRITING STANDARD	Achieve writing Std	Achieve writing Std	Achieve writing Std	Achieve writing Std	Achieve writing Std	Achieve writing Std
RECOMMENDED FUCTIONAL COURSES				BATTLE STAFF NCO COURSE 1SG COURSE		
RECOMMENDED CMF- RELATED COURSES AND ACTIVITIES	SKILL LEVEL 3		SKILL LEVEL 4			SKILL LEVEL 5
	Technical Opns Course in area taken as SL20; Constr Engr; General Engr; Demolition Opns; Electrical Engr; Constr Mgt; Utilities Engr; Pollution Control; Civil Engr; Well Drilling		Organizational Mgt; Computer Science; Construction Design; Construction Surveying; General Engr Construction: Computer Techniques for Bldg Tech: Structural Analysis			Courses in Engineering Tech/Mgt Leadership/Mgt Problem Solving Organizational Effectiveness Quality Control Mgt Environmental Engineering
RECOMMENDED CMF- RELATED CERTIFICATION OR DEGREE GOAL	NATIONAL TRADE/PROFESSIONAL CERTIFICATE IN:					
	Carpentry; Electrical; Plumbing,; Structural Steel; Construction Equipment Operation; Mechanical Engineering; Construction Draftsman; Well Drilling; Surveying					
	By 10-14 Year of Service				By 15-18 Year of Service	
	AA/AS in: Engineering Technology: General Studies; Fire Science; Draftsman; Surveying; Oceanographic Tech				BA/BS in: Engineering Management; Business Management: Construction Engineering; Electrical Engineering; Civil Engineering; General Engineering; Engineering Technology; Oceanographic Technology	



# MOS 21D MASTER DIVING SUPERVISOR

## MAJOR DUTIES/ADDITIONAL SKILL IDENTIFIERS (ASI)

**Major Duties.** Supervises operator through intermediate levels of maintenance on diving life support equipment. Performs as a qualified Master Diver for the control and support diving detachments and responsible for the command and control of assigned lightweight diving teams. Ensures all diving operations are conducted safely. Supervises deep sea diving missions and dives conducted deeper than 100 feet salt water. Formulates demolition plan for operational and training missions. Assists the commander in planning, scheduling and executing training and operational missions. Provides expertise to staff planners and diving teams. Writes and develops doctrinal, regulatory, training, and safety material related to the accomplishment of diving missions.

ASIs

**P5** MASTER FITNESS TRAINER

▪SSG - SGM

▪OPEN TO ANY MOS

**2S** BATTLE STAFF OPERATIONS

▪SSG - SGM

▪OPEN TO ANY MOS



# **MOS 21D MASTER DIVING SUPERVISOR SPECIAL CONSIDERATIONS**

• Master Diving Supervisor of Engineer Dive Teams and Senior Staff Advisor at EAC through tactical levels for diving operations.

- Supervises high-risk diving operations such as Port/Harbor Clearance, Underwater Demolitions, and Mine/Countermining Operations.

- Provides extensive knowledge and expertise while supervising emergency medical treatments of diving related injuries.

- Liaison and advisor to USACE for coordination and planning of Humanitarian and Homeland Defense Missions.

- Develops, reviews, and revises Joint Army doctrinal publications and training materials for the Engineer School.



# **MOS 21D MASTER DIVING SUPERVISOR CHALLENGING/HIGH RISK POSITIONS**

## **KEY LEADERSHIP**

- ▣ FIRST SERGEANT**
- ▣ MASTER DIVING SUPERVISOR**

## **Career Enhancement**

- Chief Diving Supervisor
- BN Operations Sergeant

## **ARMY-WIDE KEY LEADERSHIP**

- ▣ OBSERVER CONTROLLER**
- ▣ RECRUITER**
- ▣ DRILL SERGEANT**

**▣ = LEADERSHIP POSITIONS**





# MOS 21D MASTER DIVING SUPERVISOR CIVILIAN EDUCATION LEVEL DEMOGRAPHICS (CY03)

## MILITARY EDUCATION

SAPPER LEADER COURSE

BATTLE STAFF COURSE

AIRBORNE

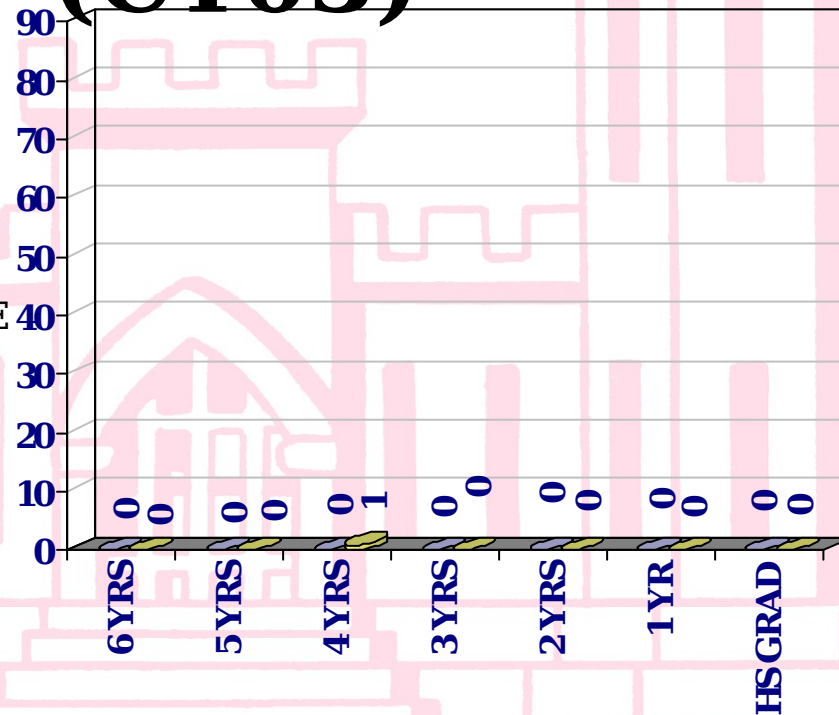
AIR ASSAULT

JUMPMaster

INSTRUCTOR TRAINING COURSE

EQUAL OPPORTUNITY

MASTER FITNESS TRAINER



(0) ■ PRIMARY ZONE

(1) ■ SECONDARY ZONE





# MOS 21D KEY LEADERSHIP ASSIGNMENT OPPORTUNITIES

LEADERSHIP AUTHS/TDA  
AUTHS/TOE

2 / 4

TOTAL AUTHS

6

LEADERSHIP

2 / 2

**LEADERSHIP (24 MONTHS)**

• F

- M

- T

**FIRST SERGEANT: 2**

**MASTER DIVING SUPERVISOR: 2 = 4**



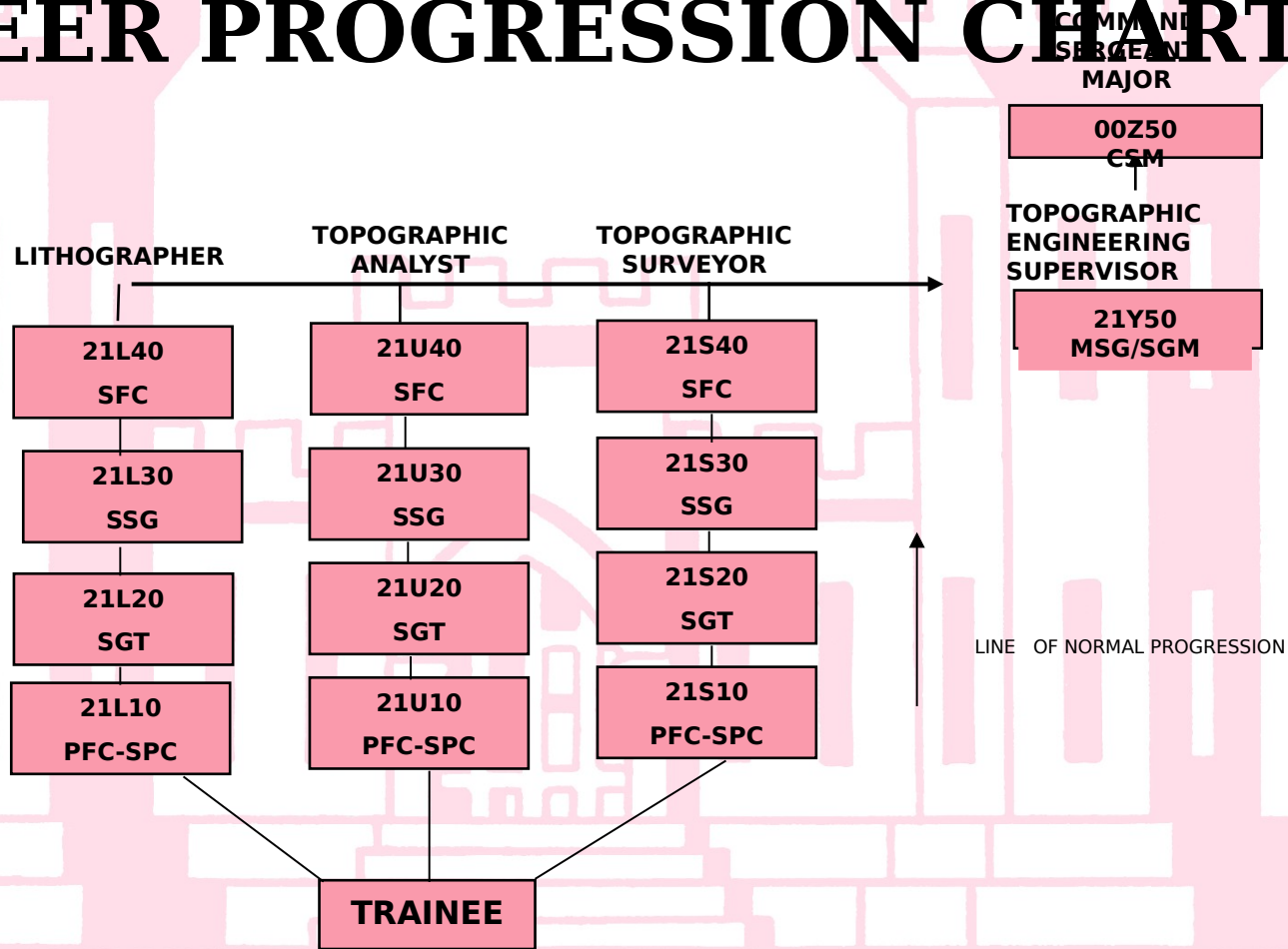


# **CMF 21 TOPOGRAPHIC ENGINEERING CHARACTERISTICS**

- **Contain 4 MOSs 21L Lithographer, 21U Topographic Analyst, 21S Topographic Surveyor, and 21Y Senior Topographic Supervisor.**
- **MOSs 21L, 21U, and 21S merge at the Master Sergeant level into MOS 21Y.**
- **Opportunities for key leadership positions; Squad Leader, Section Leader, Platoon Sergeant, First Sergeant.**
- **Wide variety of assignments; Drill Sergeant, Small Group Leader, Instructor/Writer, Psychological Dissemination Company, Corps, Echelons Above Corps Topographic Engineer Company, and Division Terrain**



# CMF 21 TOPOGRAPHIC ENGINEERING CAREER PROGRESSION CHART





# TYPICAL CAREER PATTERNS

## MOS 21Y

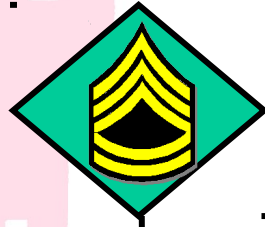


### LEADERSHIP

Sqd Ldr  
Sect Ldr  
Drill Sgt  
SGL  
Recruiter

### STAFF

**SPECIAL**  
Instr/Writer  
Combat/Tng Dev



### LEADERSHIP

PSG  
Sect Ldr  
SR Drill Sgt  
Detachment Sgt

### STAFF

Opns Sgt

### SPECIAL

**Recruiter**  
**Career Advisor**  
**Instr/Writer**



### LEADERSHIP

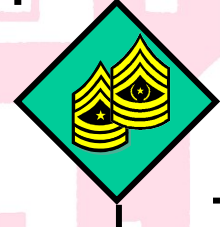
1SG

### STAFF

Opns Sgt  
Topographic  
Intelligence

### SPECIAL

**SR Career**  
**Management**  
**SR Combat Dev**  
**Ch Instr/Writer**



### LEADERSHIP

BN CSM  
GRP CSM  
BDE CSM  
**REGT CSM**

### STAFF

Opns SGM


### SPECIAL

**SCH SGM**

**Bolded are nominated  
positions**

# 21Y NCO CAREER DEVELOPMENT MODEL

## TITLE OF CAREER MANAGEMENT FIELD: GENERAL ENGINEERING

YEARS OF SVC	7-9		10-15		16-19	20-30
 RANK	STAFF SERGEANT		SERGEANT FIRST CLASS		FIRST SERGEANT MASTER SERGEANT	SERGEANT MAJOR COMMAND SERGEANT MAJOR
DUTY ASSIGNMENTS	SQUAD LEADER SECTION LEADER INTELLIGENCE SERGEANT OPERATIONS SERGEANT SENIOR TOPOGRAPHIC ANALYST DRILL SERGEANT		PLATOON SERGEANT DETACHMENT SERGEANT LITHOGRAPH OPERATIONS SERGEANT SENIOR TOPOGRAPHIC SERGEANT SENIOR TOPOGRAPHIC SURVEY SERGEANT		FIRST SERGEANT TOPOGRAPHIC INTELLIGENCE SERGEANT TOPOGRAPHIC OPERATIONS SERGEANT	SGM CSM
INSTITUTIONAL TRAINING	BNCOC		ANCOC			SMC/CSMC
RECOMMENDED	PRIOR TO BNCOC		PRIOR TO ANCOC		PRIOR TO SMC	
NCOES-RELATED COURSES	Communication Skills Information Mgt System Speech		Principles of Management Organizational Behavior Technical Writing Behavioral Science Technical Math (82D)		Research Techniques (Statistics) Human Resource Management	
RECOMMENDED READING LEVEL	10	10	11	11	12	12+
WRITING STANDARD	Achieve writing Std*	Achieve writing Std	Achieve writing Std	Achieve writing Std	Achieve writing Std	Achieve writing Std
RECOMMENDED FUNCTIONAL COURSES				BATTLE STAFF NCO COURSE 1SG COURSE		
RECOMMENDED CMF-RELATED COURSES AND ACTIVITIES	SKILL LEVEL 3		SKILL LEVEL 4			SKILL LEVEL 5
	Principles of Management Organizational Behavior Technical Writing Behavioral Science Technical Math (82D)		Research Techniques (Statistics) Human Resource Management			Research Techniques (Statistics) Human Resource Management
RECOMMENDED CMF-RELATED CERTIFICATION OR DEGREE GOAL	NATIONAL TRADE/PROFESSIONAL CERTIFICATE IN:					
	Surveying; Photolithography; Printing; Cartography; Environmental Analysis					
	By 10-14 Year of Service				By 15-18 Year of Service	
	AA/AS in: Engineering Technology: General Studies				BA/BS in: Computer Science; Physical Science or related; Field Management	





# MOS 21Y TOPOGRAPHIC ENGINEERING SUPERVISOR

## MAJOR DUTIES/ADDITIONAL SKILL IDENTIFIERS (ASI)

**Major duties:** The topographic engineering supervisor supervises topographic surveying, cartography and photolithography activities. Assists in topographic planning and control activities. Assists in determining requirements and providing technical supervision of topographic mapping and other military geographic intelligence programs, to include geodetic and topographic surveying activities. Assists in command supervision and coordination of map reproduction and topographic map supply programs. Provides staff supervision and principal noncommissioned officer direction to units engaged in performing topographic engineering

### ASIs

**P5** MASTER FITNESS TRAINER

▪SSG - SGM

▪OPEN TO ANY MOS

**2S** BATTLE STAFF OPERATIONS

▪SSG - SGM

▪OPEN TO ANY MOS



# **MOS 21Y TOPOGRAPHIC ENGINEERING SUPERVISOR CHALLENGING/HIGH RISK POSITIONS**

## **KEY LEADERSHIP**

**▣ FIRST SERGEANT**

## **ARMY-WIDE KEY LEADERSHIP**

**▣ OBSERVER CONTROLLER**

**▣ RECRUITER**

**▣ DRILL SERGEANT**

## **Career Enhancement**

- Topographic Intelligence Sergeant
- Senior Career Management NCO
- Chief Instructor/Writer
- SR Combat Development NCO
- BN Topographic OPS SGT

**▣ = LEADERSHIP POSITIONS**



# MOS 21Y TOPOGRAPHIC ENGINEERING SUPERVISOR CIVILIAN EDUCATION LEVEL DEMOGRAPHICS (CY03)

## MILITARY EDUCATION

BATTLE STAFF COURSE

AIRBORNE

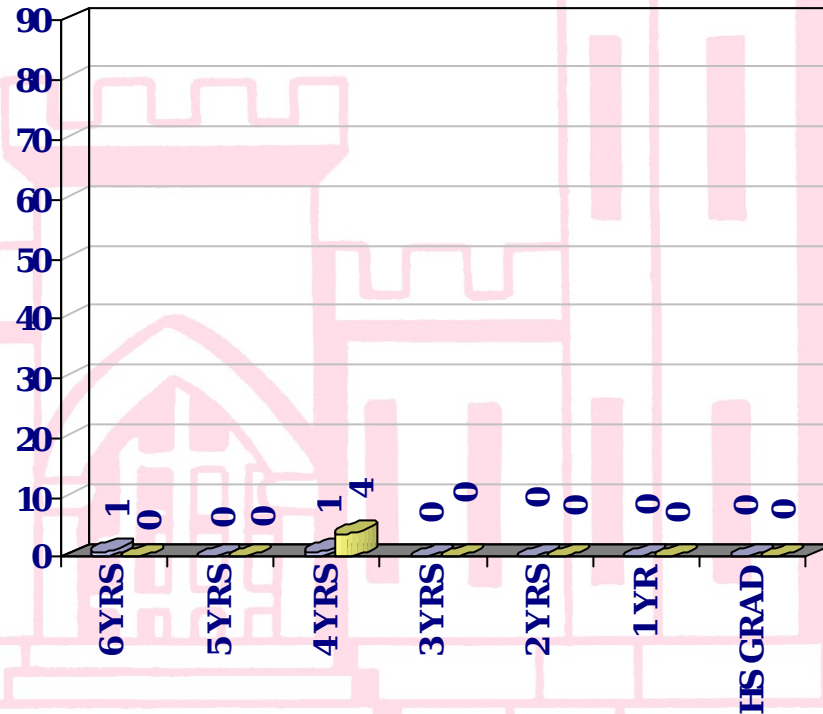
AIR ASSAULT

JUMPMaster

INSTRUCTOR TRAINING COURSE

EQUAL OPPORTUNITY

MASTER FITNESS TRAINER



(2) ■ PRIMARY ZONE

(4) ■ SECONDARY ZONE



# MOS 21Y KEY LEADERSHIP ASSIGNMENT OPPORTUNITIES

LEADERSHIP AUTHS/TDA  
AUTHS/TOE

1 / 7

TOTAL AUTHS

19

LEADERSHIP

8 / 12

**LEADERSHIP (24 MONTHS)**

• F

**FIRST SERGEANT: 9**

- M

**TOTAL 9**





# ENGINEER REGIMENT AWARDS

**The Sturgis Medal** Named in honor of LTG Samuel D. Sturgis, a former Chief of Engineers, the medal is awarded annually to an enlisted engineer soldier in recognition of outstanding contributions to military engineering by demonstrated technical and leadership ability.

(1) Emphasis is placed strictly on contributions to military engineering, which includes troop or contract construction, maintenance, facilities engineering, combat engineering training, management and supervision of engineer activities, and other engineer support.

(2) The competition for this highly coveted award involves engineer soldiers from CMF 21. All Major Commands participate annually in this engineer event, but only the very finest Engineer Regiment soldiers will wear this prestigious and highly sought after medal.

**The de Fleury Medal** Named in honor of Francois Louis Tesseidre de Fleury, a former French Engineer Officer who was appointed a captain of engineers by the Continental Congress is awarded at three levels, bronze, silver, and gold. The bronze and silver medals are awarded to individuals who have rendered significant service or support to an element of or the entire Engineer Regiment respectively. The gold medal is awarded to only one individual annually who exemplifies boldness, courage and commitment to a strong national defense.

**Army Combat Engineer Sergeant Award (MOS 21B)** (ACES) This award is given annually to the best Combat Engineer Squad Leader in each battalion.





# CMF 21

# PROMOTION POTENTIAL

# INDICATORS

THE FOLLOWING ARE CONSIDERED AS BEING THE BEST QUALIFIED FOR SELECTION FOR SERGEANT MAJOR:

- **SERGEANTS MAJOR COURSE:**

- GRADUATES AND ATTENDEES MUST RECEIVE SPECIAL CONSIDERATION FOR SELECTION IF THEY MEET THE SAME STANDARDS AS THOSE COMPETING ON CURRENT BOARD

- **ASSIGNMENTS MUST BE:**

- DIVERSE (MUST HAVE LEADERSHIP, STAFF AND SPECIAL POSITIONS)
- KEY LEADERSHIP 24 - 26 MONTHS
- SUCCESSFUL (CONSISTENTLY DEMONSTRATED STRONG PERFORMANCE)
- BACK TO BACK TDA ASSIGNMENTS ARE DISCOURAGED (EXCEPT PROJECT WARRIOR AND TDA LEADERSHIP ASSIGNMENTS)

- **MUST NOT DEVIATE FROM ARMY STANDARDS OF:**

- LOYALTY, DUTY, RESPECT, SELFLESS-SERVICE, HONOR, INTEGRITY, & PERSONAL COURAGE
- PHYSICAL & MENTAL READINESS

- **TECHNICALLY AND TACTICALLY PROFICIENT**

- DEMONSTRATED SUCCESSFUL PERFORMANCE IN ALL POSITIONS ASSIGNED AND AT THE NEXT HIGHER GRADE
- UNIT ACCOMPLISHMENT IS MORE IMPORTANT THEN INDIVIDUAL RECOGNITION

- **DEMONSTRATED INITIATIVE--SELF DEVELOPMENT**

- DA/LOCAL SCHOOLS (DISTINGUISHED HONOR GRADUATE / HONOR GRADUATE TOP 20%)
- CORRESPONDENCE COURSES (ACCP)
- EDUCATION (SOME COLLEGE)
- NCO OF THE QTR/YR

- **RATER/SENIOR RATER EVALUATION**

- PERFORMANCE TRENDS (SUCCESS TO EXCELLENCE)
- ALLRATER AND SENIOR RATER RATING IN PERFORMANCE AND POTENTIAL OF 1/1



# CMF 21

## PROMOTION POTENTIAL INDICATORS

THE FOLLOWING ARE CONSIDERED AS BEING THE BEST QUALIFIED FOR SELECTION FOR COMMAND SERGEANT MAJOR:

- COMMAND SERGEANT MAJOR :
  - HAS SUCCESSFULLY SERVED IN A SGM POSITION (PRIORITY SELECTION)
  - SGM AND MSG(P) WHO MEET ELIGIBILITY REQUIREMENTS
  - MSG/1SG WHO HAVE SUCCESSFULLY COMPLETED OR ARE ATTENDING THE SMC
- ASSIGNMENTS MUST BE:
  - DIVERSE IN BOTH TOE/TDA ASSIGNMENTS
  - KEY LEADERSHIP 24 - 36 MONTHS
  - WELL ROUNDED IN POSITIONS, COMMENSURATE TO RANK AT EACH LEVEL
  - SUCCESSFULLY PERFORMED ABOVE AVERAGE
- MUST NOT DEVIATE FROM ARMY STANDARDS OF:
  - LOYALTY, DUTY, RESPECT, SELFLESS-SERVICE, HONOR, INTEGRITY, & PERSONAL COURAGE
  - CONSISTENTLY LEADS FROM THE FRONT BOTH PHYSICALLY AND MENTALLY FIT
- RATER/SENIOR RATER EVALUATION
  - SR RATER COMMENT RECOMMENDS APPOINTMENT TO CSM



# PROPONENT POC

SGM MARCUS KING  
Personnel Proponency  
SGM

U.S. Army Engineer  
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